BUREAU OF STATISTICS

Business Survey 2008

Highlights

Industry with:

Greatest Number of Employees.....Retail Trade

Highest Number of Businesses with Gross Revenue >$550,000.....Retail Trade

Greatest Number of Current Vacancies.....Accommodation and Food Services

In the spring and summer of 2008 the Yukon Bureau of Statistics surveyed approximately 3,000 Yukon businesses and compiled information about their industry types, employees, revenue levels, hiring etc. Due to the substantial difference between home-based businesses and non-home-based businesses, sections of this report separate the two types of businesses.

Because not all businesses answered every question, total numbers given in each category may not be consistent through all sections.

All commentary is based on non-suppressed numbers, see note on page 20.

Contents

Businesses and Employment 2
Minimum Wage Earners 6
Businesses by Community 7
Characteristics of Businesses 8
Seasonal Businesses 9
Businesses that Export 10
Gross Revenues 11
Source of Revenue 13
Revenue from Tourism 14
Labour Market Demand 15
Staff Recruiting & Retention 19
Current Vacancies 20

Businesses	Non-Home-Based	Home-Based	Total
Industry of Businesses Surveyed		**# Surveyed**	
Agriculture, Forestry, Fishing, Hunting	15	136	151
Mining & Oil & Gas Extraction	72	73	145
Utilities; Manufacturing	52	86	138
Construction	83	308	391
Wholesale Trade	36	22	58
Retail Trade	227	70	297
Transportation & Warehousing	73	56	129
Information & Cultural Industries	22	26	48
Finance & Insurance	36	7	43
Real Estate	58	43	101
Rental and Leasing Services	20	11	31
Professional, Scientific & Technical Services	106	337	443
Mgmt. of Companies & Enterprises; Admin. & Support Services	51	142	193
Waste Mgmt. & Environmental Remediation Services	10	7	17
Educational Services	8	46	54
Health Care & Social Assistance	74	77	151
Arts, Entertainment & Recreation	30	134	164
Accommodation & Food Services	144	78	222
Other Services	98	81	179
Total	**1,215**	**1,740**	**2,955**

Businesses and Employment

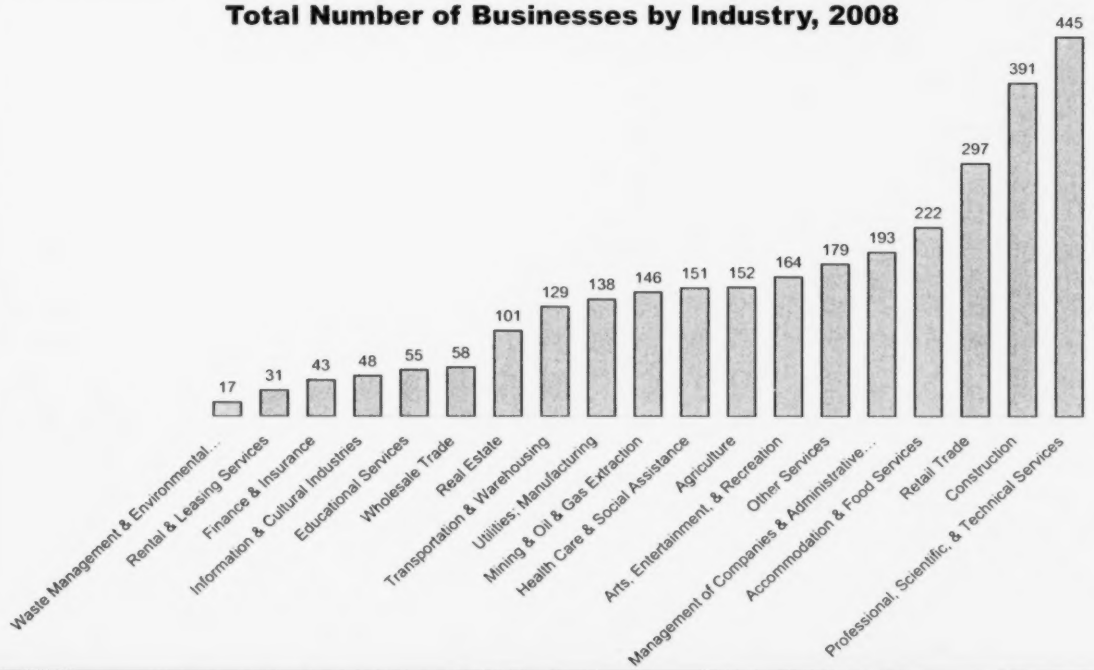
It should be noted that the survey design as well as the selection criteria of the types of businesses included in the Business Survey has varied depending on the focus in any given year. Therefore, direct comparisons over time should be used with caution.

In 2008, the *Professional, Scientific, and Technical Services* industry had the greatest number of businesses at 445, or 15.0% of all businesses surveyed. The *Construction* industry comprised the second largest number of businesses at 391, or 13.2% of total businesses.

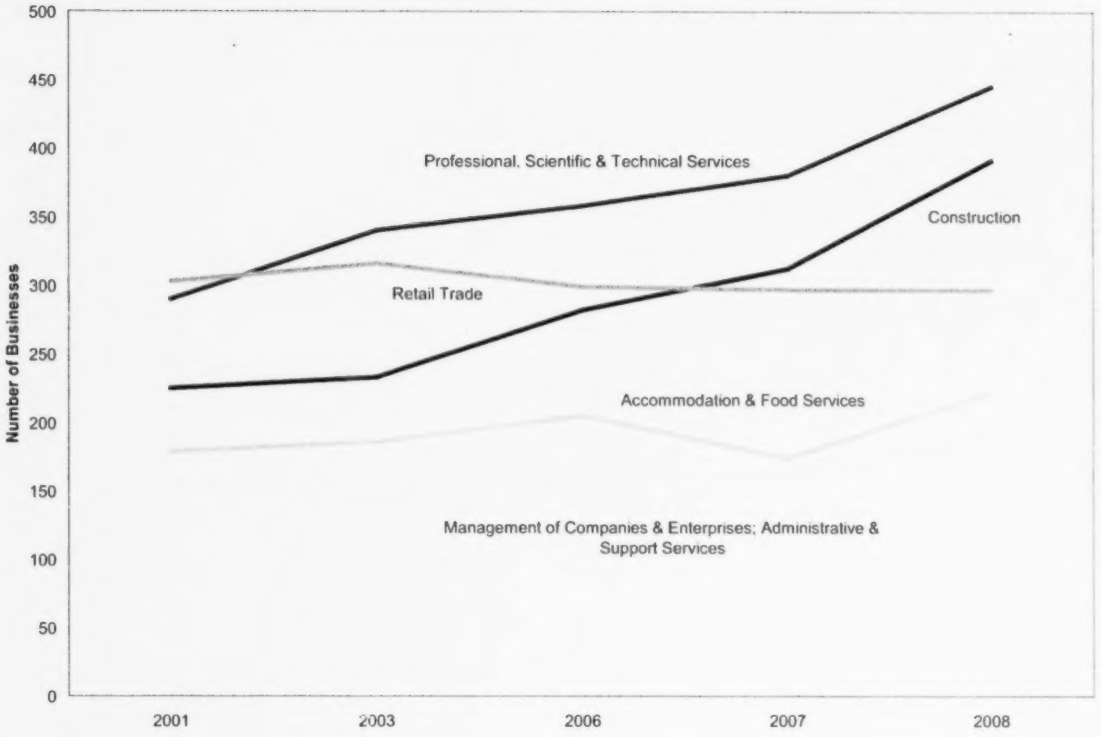
Businesses included in Business Survey	**2001**	**2003**	**2006**	**2007**	**2008**
Agriculture, Forestry, Fishing, Hunting*	18	16	154	121	152
Mining & Oil & Gas Extraction	124	110	110	71	146
Utilities; Manufacturing	94	101	132	128	138
Construction	225	233	282	312	391
Wholesale Trade	37	56	48	51	58
Retail Trade	303	316	299	297	297
Transportation & Warehousing	102	87	110	108	129
Information & Cultural Industries	46	40	41	47	48
Finance & Insurance	33	31	35	29	43
Real Estate	68	73	89	93	101
Rental & Leasing Services	37	30	34	28	31
Professional, Scientific, & Technical Services	290	340	358	380	445
Management of Companies & Enterprises; Administrative & Support Services	157	148	158	162	193
Waste Management & Environmental Remediation Services	13	16	18	17	17
Educational Services	42	46	50	49	55
Health Care & Social Assistance	120	132	155	164	151
Arts, Entertainment, & Recreation	102	93	175	153	164
Accommodation & Food Services	179	186	205	174	222
Other Services	178	150	222	241	179
Total	**2,168**	**2,204**	**2,675**	**2,625**	**2,960**

*The increase in the Agriculture, Forestry, Fishing, Hunting Industry between 2003 and 2006 is due in part to the addition of a new source of businesses to the survey.

Total Number of Businesses by Industry, 2008



Top Five Industries (by number of businesses), 2001, 2003, 2006 to 2008



These top five industries have consistently been included in the Yukon Business Survey over this time period, therefore, direct comparisons are possible.

The industry with the highest number of businesses in the 2008 Business Survey was the *Professional and Scientific and Technical Service*s sector at 445 businesses. This industry has seen a steady increase in the number of businesses since 2001 when there were 290 businesses surveyed. The *Construction* industry has experienced the highest growth in terms of numbers of businesses when comparing 2001 with 2008. There was an increase of 166 businesses over this time period, from 225 in 2001 to 391 in 2008. *Retail Trade* has remained stable over this period, at roughly 300 businesses. *Accommodation and Food Services*, and *Management of Companies and Enterprises; Administrative and Support Services* have both remained relatively stable since 2001, however both showed increases in 2008 over 2007.

Of these five industries, roughly three-quarters of the *Professional and Scientific and Technical Services*, as well as *Construction*, and *Management of Companies and Enterprises; Administrative and Support Services* were home-based businesses. Conversely, only 35.1% of *Accommodation and Food Services* businesses were home-based and 23.6% of *Retail Trade* businesses were home-based.

For all businesses surveyed, 58.9% were home-based, up from 54.5% in 2007. Non-home-based businesses accounted for 41.1% of all businesses in 2008, compared to 45.5% in 2007.

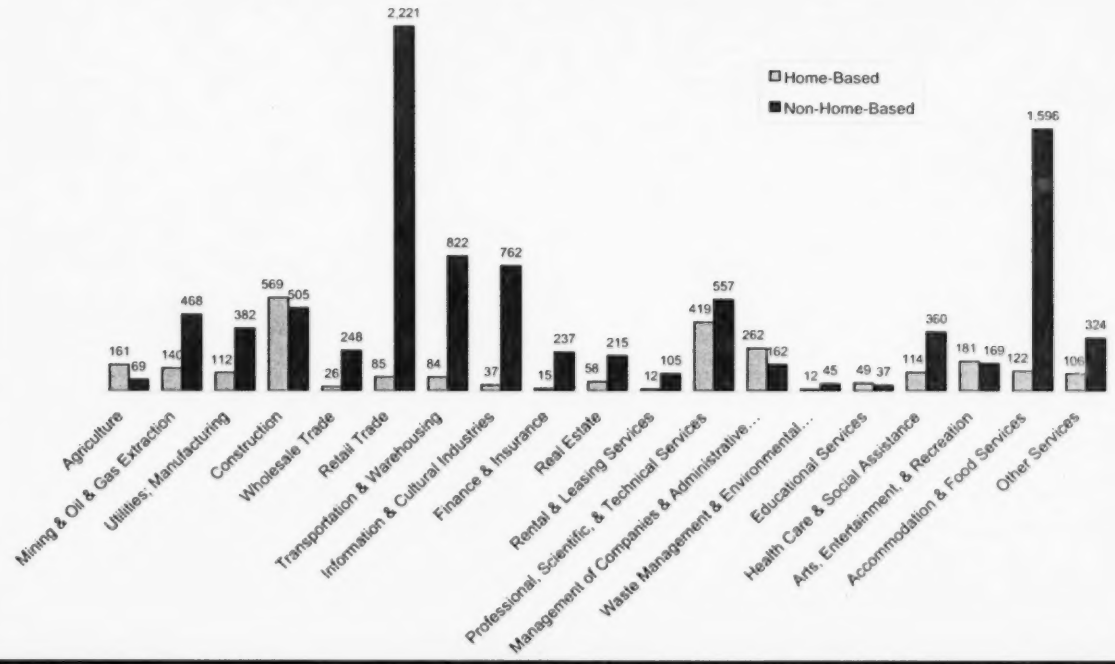
Businesses and Employment, by Non-Home-Based/Home-Based

It should be noted that when the 'number of employees' is referred to in this report, this is in fact the total number of employees each business had reported. Therefore, this is not necessarily indicative of the actual number of workers in the Yukon given that some workers may have multiple jobs. In this circumstance, multiple job holders would be counted more than once.

The *Retail Trade* industry reported the greatest number of employees of the non-home-based businesses at 2,221 or 23.9%. The *Construction* industry had the largest number of employees of the home-based businesses at 569, or 22.2%.

How many employees are currently working in your business?	**# of Businesses reporting**	**Total # of employees reported**	**# of Businesses reporting**	**Total # of employees reported**	**# of Businesses reporting**	**Total # of employees reported**
	All Businesses		**Non-Home-Based**		**Home-Based**	
Agriculture, Forestry, Fishing, Hunting	111	230	10	69	101	161
Mining & Oil & Gas Extraction	95	608	46	468	49	140
Utilities; Manufacturing	129	494	48	382	81	112
Construction	371	1,074	80	505	291	569
Wholesale Trade	57	274	36	248	21	26
Retail Trade	290	2,306	225	2,221	65	85
Transportation & Warehousing	119	906	69	822	50	84
Information & Cultural Industries	48	799	22	762	26	37
Finance & Insurance	43	252	36	237	7	15
Real Estate	101	273	58	215	43	58
Rental & Leasing Services	27	117	18	105	9	12
Professional, Scientific, & Technical Services	428	976	103	557	325	419
Management of Companies & Enterprises; Administrative & Support Services	179	424	46	162	133	262
Waste Management & Environmental Remediation Services	14	57	8	45	6	12
Educational Services	47	86	7	37	40	49
Health Care & Social Assistance	148	474	74	360	74	114
Arts, Entertainment, & Recreation	145	350	23	169	122	181
Accommodation & Food Services	198	1,718	125	1,596	73	122
Other Services	178	430	97	324	81	106
Total	**2,728**	**11,848**	**1,131**	**9,284**	**1,597**	**2,564**

Total Number of Employees by Industry Sector, Non-Home-Based and Home-Based Businesses, 2008



Businesses and Employment by Industry Sector

The following tables further breakdown the two largest industry sectors in terms of numbers of workers. In the *Retail Trade* sector, 290 businesses employed a total of 2,306 workers. The largest **sub-sector**, in terms of employment, was *Grocery Stores*, which had 20 businesses that employed 429 workers. The second largest **sub-sector** was *Department Stores*, which had 5 businesses that employed 219 workers.

Retail Trade Sub-sectors	# of businesses reporting	Total # of employees reported
Automobile Dealers	10	155
Other Motor Vehicle Dealers	9	41
Automotive Parts, Accessories and Tire Stores	8	60
Home Furnishings Stores	9	19
Electronics and Appliance Stores	14	106
Building Material and Supplies Dealers	13	126
Grocery Stores	20	429
Specialty Food Stores	7	23
Health and Personal Care Stores	10	135
Gasoline Stations	28	162
Clothing Stores	16	95
Jewellery, Luggage and Leather Goods Stores	5	23
Sporting Goods, Hobby and Musical Instrument Stores	22	97
Book, Periodical and Music Stores	6	67
Department Stores	5	219
Other General Merchandise Stores	5	121
Office Supplies, Stationery and Gift Stores	17	89
Used Merchandise Stores	9	24
Other Miscellaneous Store Retailers	21	94
Electronic Shopping and Mail-Order Houses	11	18
Direct Selling Establishments	35	146
Other	10	57
Total	**290**	**2,306**

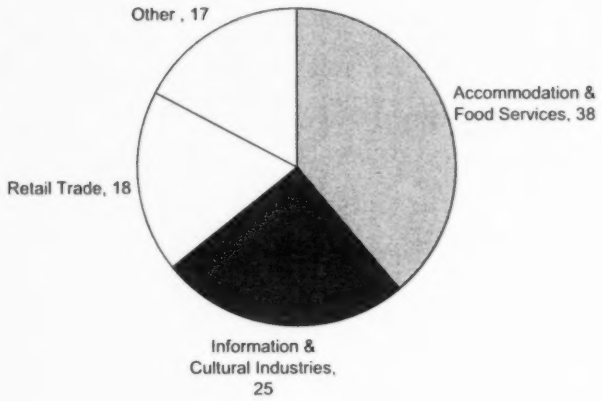
In the *Accommodation and Food Services* industry sector there were 198 businesses employing 1,718 workers. The largest **sub-sector** was *Traveller Accommodation* with almost half of the total businesses as well as almost half of the total workers.

Accommodation and Food Services Sub-sectors	# of businesses reporting	Total # of employees reported
Traveller Accommodation	97	790
RV (Recreational Vehicle) Parks and Recreational Camps	25	69
Full-Service Restaurants	40	489
Limited-Service Eating Places	19	268
Special Food Services	12	21
Drinking Places (Alcoholic Beverages)	5	81
Total	**198**	**1,718**

Employees Earning Minimum Wage

For the first time, a question was asked of businesses how many of their employees earned minimum wage. Of the total 11,848 employees reported by all businesses, only 98 employees earned minimum wage. The minimum wage rate is $8.58 as of April 1st, 2008. Three industry sectors accounted for 81 of the 98 minimum wage earners; *Accommodation and Food Services*, *Information and Cultural Industries*, and *Retail Trade*. The minimum wage earners were split fairly evenly, 52 females and 42 males (*4 respondents did not specify gender*).

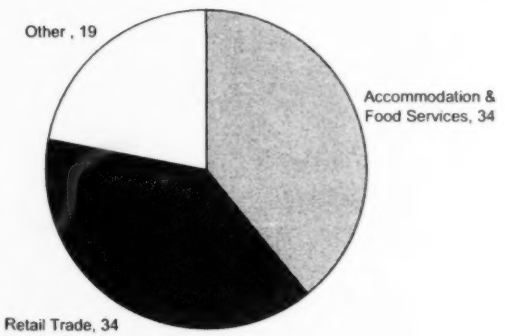
Minimum Wage Earners by Industry, 2008



Young Workers

For the first time, employers were also asked if they employed workers aged 14 or younger. Of a total of 11,848 employees, less than 1%, or 87 workers, were aged 14 or younger. 15 of these young workers were employed by home-based businesses and the remaining 72 were employed by non-home-based businesses. The *Retail Trade* and *Accommodation and Food Services* industry sectors accounted for 68 of the 87 young workers.

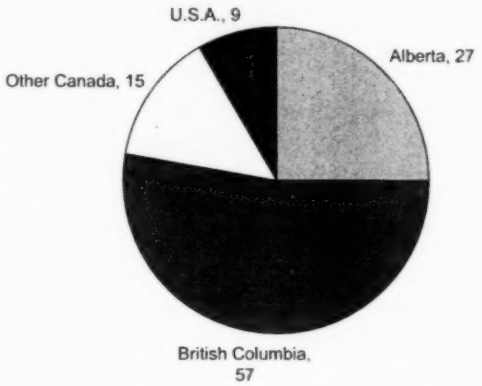
Workers Aged 14 or less, by Industry, 2008



Businesses and Employees by Community

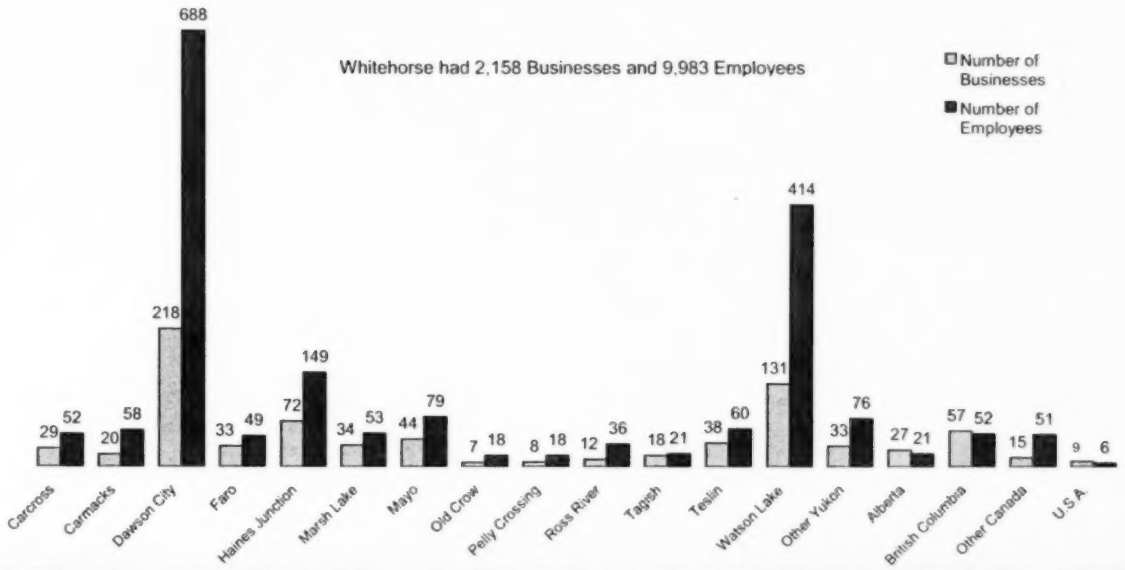
As would be expected, Whitehorse had the highest percent of businesses and employees, at 72.8% and 84.0% respectively. The majority of the remaining businesses were located throughout the Yukon. However, 108 businesses (with a total of 130 employees) reported business headquarters outside of the Yukon.

Location of Business Headquarters (outside Yukon), 2008



Location of business headquarters...	# Businesses reporting	Total # of employees reported
	All Businesses	
Carcross	29	52
Carmacks	20	58
Dawson City	218	688
Faro	33	49
Haines Junction	72	149
Marsh Lake	34	53
Mayo	44	79
Old Crow	7	18
Pelly Crossing	8	18
Ross River	12	36
Tagish	18	21
Teslin	38	60
Watson Lake	131	414
Whitehorse	2,158	9,983
Other Yukon	33	76
Yukon Total	**2,855**	**11,754**
Alberta	27	21
British Columbia	57	52
Other Canada	15	51
Canada Total	**2,954**	**11,878**
U.S.A. Total	**9**	**6**
Grand Total	**2,963**	**11,884**

Number of Businesses and Employees by Community (outside Whitehorse), 2008



Characteristics of Yukon Businesses

Business Ownership

Sole Proprietorship	1,736
Partnership (2 or more individuals)	569
Corporation	538
Owned by Yukon First Nation	12
Owned by Yukon FN Development Corp.	19
Other Arrangement	62

Characteristics of Sole Proprietors

Gender *(of sole proprietor)*	
Male	1,097
Female	636

Characteristics of Partnership Owners

Gender *(of partners)*	
Male	439
Female	194

Citizen of a Yukon First Nation?
(Sole Proprietors or Partners only)

No	2,741
Yes	166

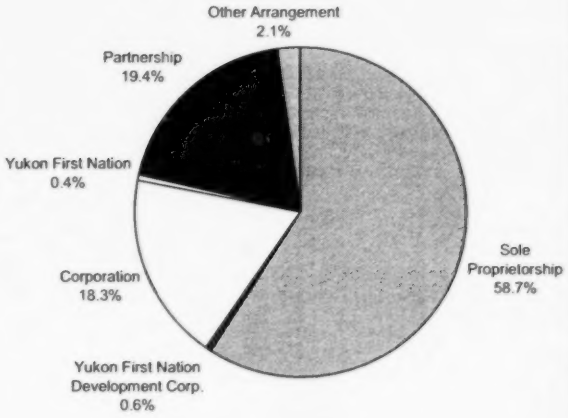
Which Yukon First Nation?	
Carcross Tagish FN	15
Champagne & Aishihik FN	12
Kwanlin Dun FN	8
Liard FN	19
Little Salmon Carmacks FN	10
Nacho Nyak Dun FN	9
Selkirk FN	15
Teslin Tlingit Council	29
Tr'ondek Hwech'in FN	11
Vuntut Gwitchin FN	10
Kluane FN	7
Other	9

Employee Characteristics

Does this business have employees?	
Yes	970
No	1,753

Type of employee?	
Full-time employees	5,976
Regular Part-time employees	2,278
Casual or Temporary employees	508

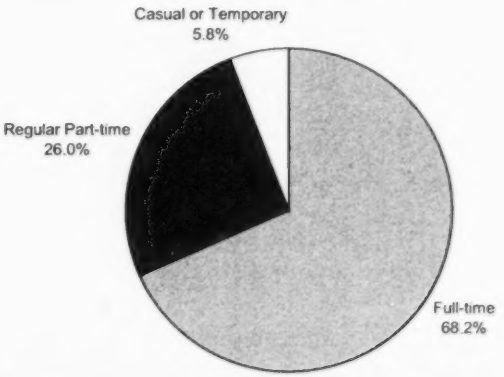
Yukon Businesses by Ownership Type



The majority of Yukon businesses in 2008 were sole proprietorships, followed by partnerships and corporations. Businesses owned by Yukon First Nation Governments and Yukon First Nation Development Corporations accounted for 1.0% of Yukon businesses.

For the first time, business owners were asked gender and Yukon First Nation ownership questions. The majority of owners were male of both sole proprietorships (63.3%) and partnerships (69.4%). Of the Yukon sole proprietor and partnership businesses, 5.7% were owned by a citizen of a Yukon First Nation. Teslin Tlingit Council had the highest number of businesses owners followed by Liard First Nation. The *Other* category included business owners from Ross River Dene Council, Ta'an Kwach'an Council and White River First Nation. *First Nation identification is self-identified by the respondent.*

Type of Employee

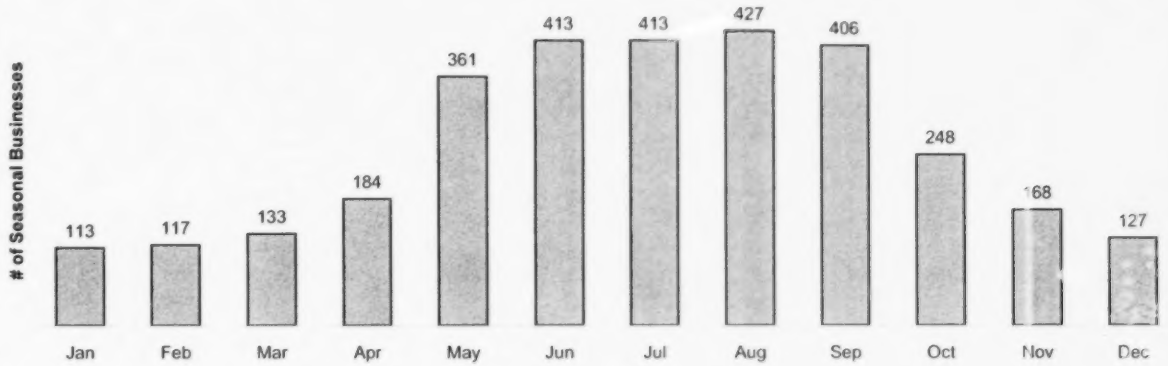


Seasonal Businesses

In the 2008 Business Survey, for the first time seasonal businesses were surveyed during the peak summer months. This allowed for better coverage and more detailed data from these seasonal businesses.

Slightly less than one in five Yukon businesses (18.7%) reported that they were "seasonal" businesses, meaning that they typically only operated during a specific time of the year. There were 553 seasonal businesses in 2008. The following graph indicates that, as would be expected, the number of seasonal businesses in operation was dramatically higher in summer, peaking in August. During the winter months, seasonal businesses in operation decreased substantially and were less than one-third of the summer number. The industry sector with the highest number of businesses in August was in the *Mining and Oil and Gas Extraction* sector. In January the majority of seasonal businesses operating were in the *Agriculture, Forestry, Fishing and Hunting* sector (trappers).

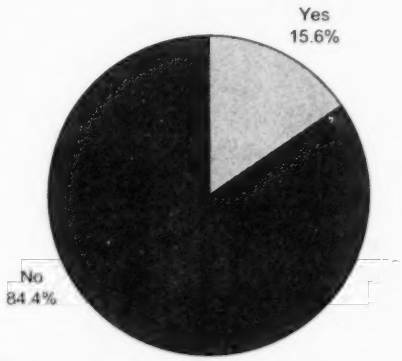
Seasonal Businesses in Operation, by Month



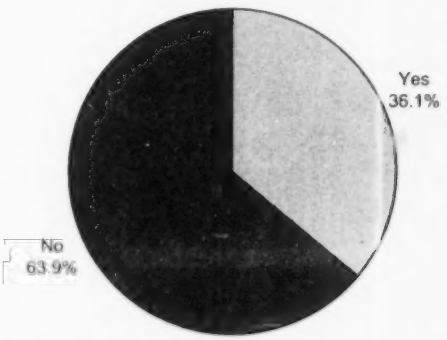
Businesses That Have Websites

Almost one in four businesses reported they had a website in 2008. There were 23.7%, or 701 businesses reporting they had websites in the 2008 Business Survey. Of these 269 were home-based businesses while 432 were non-home-based businesses.

Home-based Businesses with Website



Non-home-based Businesses with Website



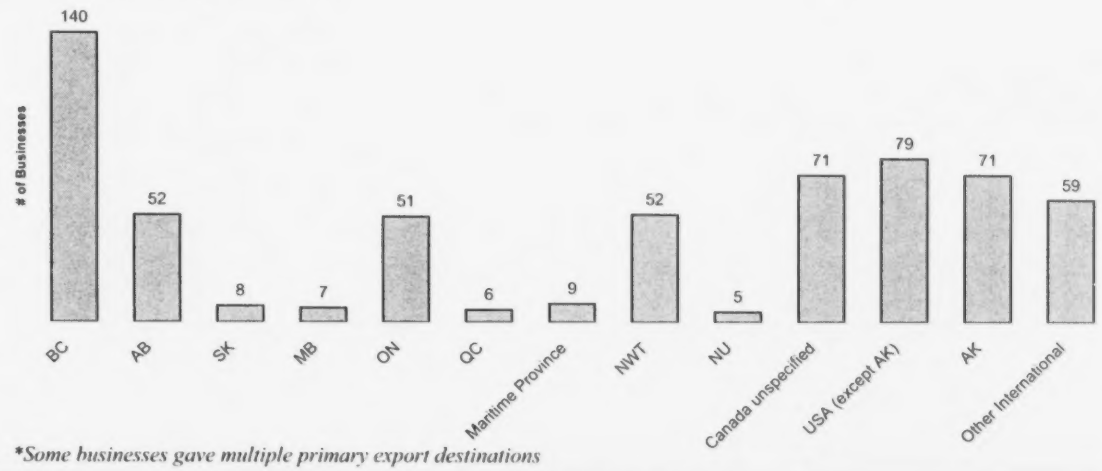
Businesses That Export

There were 456 businesses that reported that they exported goods, products or services from the Yukon in 2008. This translates to 15.5% of all Yukon businesses. *Professional, Scientific & Technical Service* sector businesses accounted for just under one-quarter (24.3%) of all business that export.

Industry Sector	Business Does Export	Business Does Not Export	% of Businesses That Export
	---------# of Businesses----------		
Agriculture,Forestry,Fishing,Hunting	55	95	36.7%
Mining, Oil & Gas Extraction	35	111	24.0%
Utilities; Manufacturing	43	94	31.4%
Construction	22	367	5.7%
Wholesale Trade	14	44	24.1%
Retail Trade	41	255	13.9%
Transportation & Warehousing	28	100	21.9%
Information & Cultural Industries	25	23	52.1%
Finance & Insurance	..	41	..
Real Estate	0	101	0.0%
Rental & Leasing Services	5	26	16.1%
Professional, Scientific & Technical Services	111	331	25.1%
Management Of Companies & Enterprises; Admin & Support Services	5	187	2.6%
Waste Management & Environmental Remediation Services	..	15	..
Educational Services	..	52	..
Health Care & Social Assistance	..	149	..
Arts, Entertainment & Recreation	40	124	24.4%
Accommodation & Food Services	5	217	2.3%
Other Services	17	161	9.6%
All Businesses	**456**	**2,494**	**15.5%**

Exports by Primary Destination* of Goods, Products or Services

There were 150 Yukon businesses exporting primarily to the United States. Of these 150 businesses, 71 reported exports to Alaska. British Columbia was the number one Canadian primary export destination of 140 businesses. There were 59 businesses that exported mainly to international destinations (not including the United States). There was a wide range of exported goods, products and services including furs, gold, flight services and consulting services, etc.



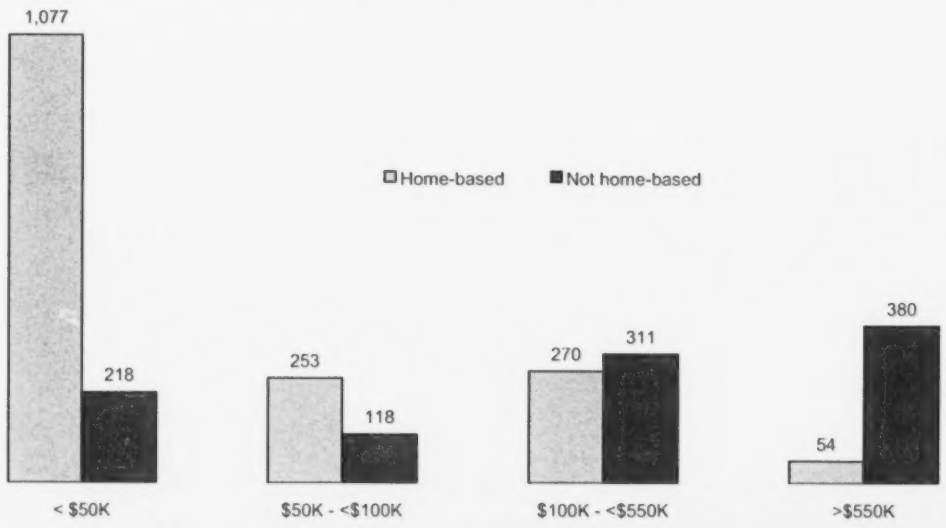
**Some businesses gave multiple primary export destinations*

Gross Revenues

Nearly half of all businesses in the Yukon reported gross revenues below $50,000 for the previous year, 2007. The vast majority, 83.0%, of these were home-based businesses. Over two-thirds of Yukon non-home-based businesses reported gross revenues in 2007 of more than $100,000, with well over one-third reporting revenues greater than $550,000. Overall, the *Retail Trade* sector had 113 businesses reporting revenues greater than $550,000. *Construction* was second, reporting 55 businesses with revenues in excess of $500,000.

Which of the following broad ranges best describes the 2007 gross revenues?	**Less than $50,000**	**$50,000 - $99,999**	**$100,000 - $549,999**	**$550,000 or more**	**Total**
Agriculture, Forestry, Fishing, Hunting	122	..	9	..	140
Mining & Oil & Gas Extraction	61	9	29	27	126
Utilities; Manufacturing	68	18	21	19	126
Construction	137	60	114	55	366
Wholesale Trade	19	5	6	23	53
Retail Trade	77	27	49	113	266
Transportation & Warehousing	35	16	26	28	105
Information & Cultural Industries	23	6	5	10	44
Finance & Insurance	8	..	10	..	28
Real Estate	30	22	24	13	89
Rental & Leasing Services	13	..	7	..	27
Professional, Scientific, & Technical Services	212	72	100	38	422
Management of Companies & Enterprises; Administrative & Support Services	107	31	28	7	173
Waste Management & Environmental Remediation Services	6	0	..	..	15
Educational Services	43	6	..	..	54
Health Care & Social Assistance	74	19	28	12	133
Arts, Entertainment, & Recreation	111	16	21	11	159
Accommodation & Food Services	61	26	56	51	194
Other Services	91	26	39	8	164
Total	**1,298**	**371**	**581**	**434**	**2,684**

Number of Yukon Businesses by Gross Revenue, 2007



Gross Revenues

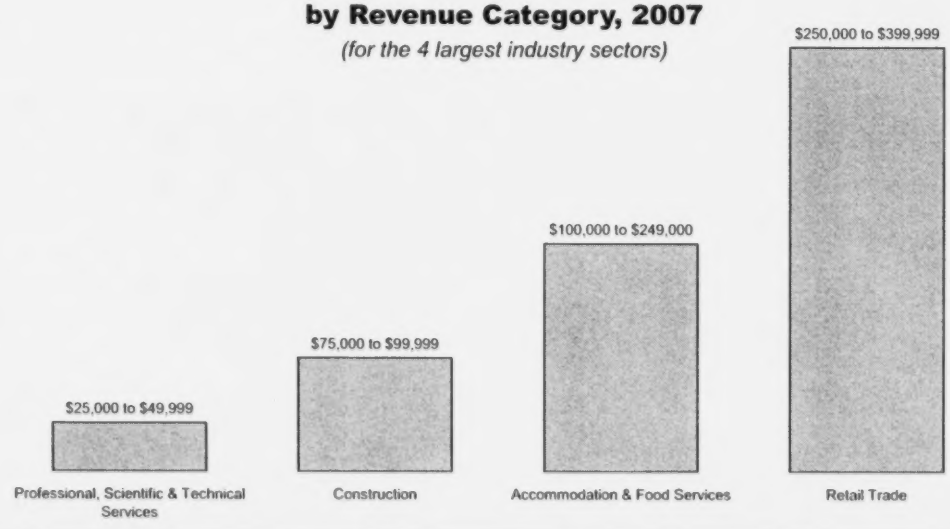
Businesses were asked for a detailed breakdown of gross revenues for 2007. Due to confidentiality restrictions, only the largest industry sectors can be reported. Below is a table with the four largest industry sectors, in terms of numbers of businesses, with their gross revenues for 2007.

Gross Revenues, 2007	Construction	Retail Trade	Professional, Scientific & Technical Services	Accommodation & Food Services
$0	12	9	9	..
$1 - < $25K	61	56	128	33
$25K - < $50K	60	11	70	22
$50K - < $75K	31	13	41	15
$75K - < $100K	24	12	29	8
$100K - < $250K	73	17	68	25
$250K - < 400K	24	19	19	19
$400K - < $550K	14	10	10	10
$550K - < $700K	8	9	8	9
$700K - < $850K	5	10	..	..
$850K - < $1M	8	13	..	8
> $1M	30	80	20	26
Total	**350**	**259**	**409**	**184**

The graph below shows that for example, for all Retail Trade businesses, the median gross revenue value fell somewhere between $250,000 and $400,000. The median point is where half of all businesses are below this point and half above it.

Median Gross Revenues, by Revenue Category, 2007

(for the 4 largest industry sectors)

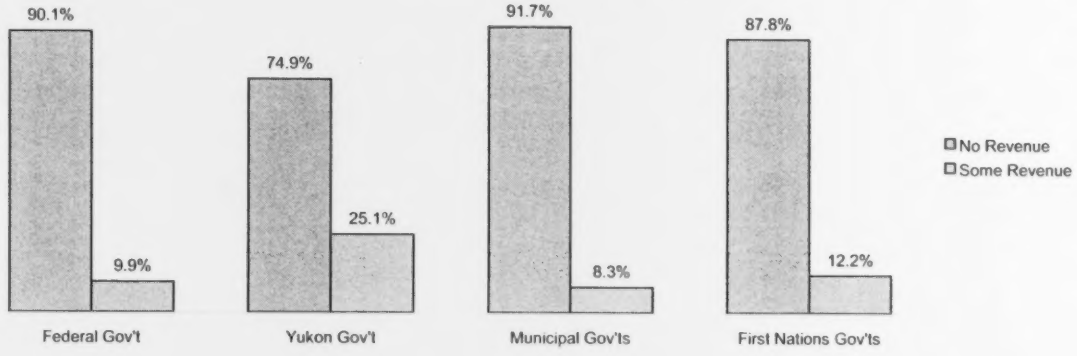


Businesses with Government Purchases as Source of Gross Revenue, 2007

Businesses were asked "*Roughly what percentage of the year 2007 gross revenue of this business came from government purchases, not including contracts?*". Of 2,761 businesses responding to this question, 2,227, or 80.7% of businesses reported no gross revenue from government purchases in 2007. There were 534 businesses who reported some gross revenue from government purchases, with almost two-thirds of these reporting 10% or less. 32 businesses reported the majority of their 2007 gross revenues came from government purchases.

% of 2007 Gross Revenues from Gov't Purchases	# of Businesses
1-10%	351
11-20%	64
21-30%	43
31-40%	18
41-50%	26
51-60%	11
61-70%	2
71-80%	6
81-90%	6
91-100%	7
Total	**534**

Businesses with/without Government Contracts as Source of Gross Revenue, 2007



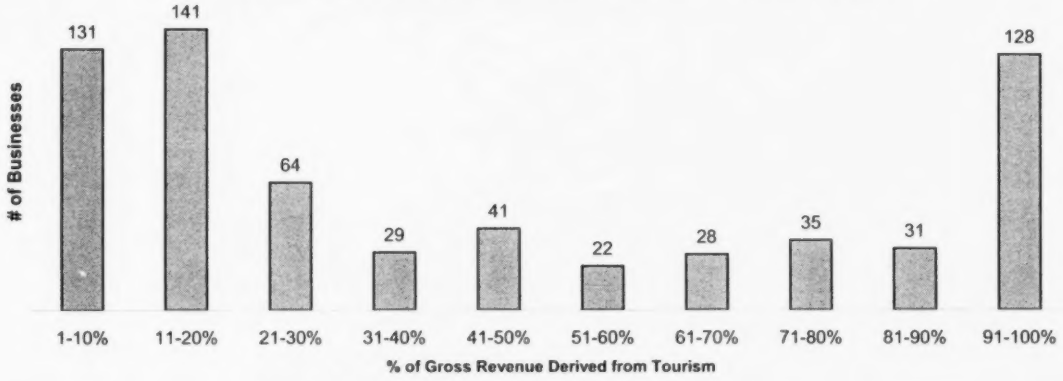
Business owners were asked "*Roughly what percentage of the year 2007 gross revenue of this business came from contracts with each level of government?*". There were 696 businesses reporting some revenue from contracts with the Yukon Government. In terms of gross revenue, 113 of these businesses reported that between 76% and 100% of their gross revenues were generated from contracts with the Yukon Government. In fact, 59 of these businesses reported 100% of their revenue from this source.

	Federal Gov't	Yukon Gov't	Municipal Gov'ts	First Nations Gov'ts
	# of businesses			
None	**2,521**	**2,077**	**2,557**	**2,446**
Some Revenue	**276**	**696**	**231**	**339**
1-10%	190	284	176	188
11-20%	30	81	21	30
21-30%	18	57	16	24
31-40%	12	43	6	14
41-50%	9	60	3	27
51-75%	9	58	5	16
76-100%	8	113	4	40

Revenue from Tourism

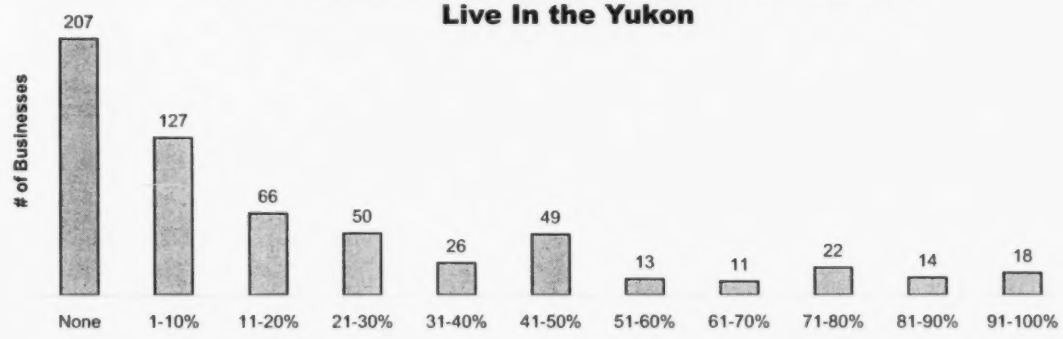
More than one-quarter (27.1%) of all Yukon businesses (797 out of 2,946) reported that at least a portion of their gross revenue in 2007 was derived from tourism. The two industry sectors with the highest number of businesses reporting some tourism revenue were *Accommodation and Food Services* and *Retail Trade*. Of these 797 businesses reporting some tourism revenue, 650 were able to then respond to the question asking what percentage of gross revenue for 2007 was derived from tourism.

% of Gross Revenue Derived from Tourism, 2007

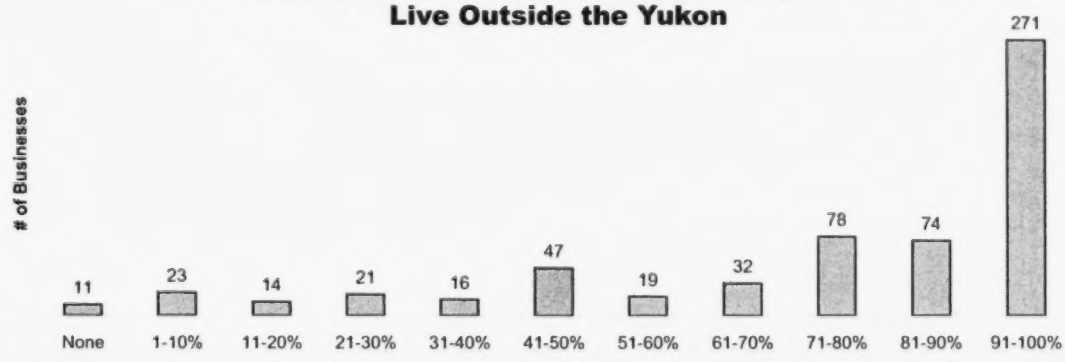


Of these 650 businesses able to indicate the proportion of gross revenues derived from tourism, 603 were able to further breakdown this tourism revenue as attributable to tourists who live in the Yukon and to those who live outside the Yukon. On average, for these 603 businesses, 21.7% of tourism revenue was derived from tourists who live in the Yukon, while 77.3% was derived from tourists who live outside the Yukon.

% of Tourism Revenue Derived from Tourists Who Live In the Yukon



% of Tourism Revenue Derived from Tourists Who Live Outside the Yukon



Labour Market Demand—Non-Home-Based Businesses

Labour Demand Section

With continued record low unemployment rates, this section of the report deals with the timely issue of labour demand. As in 2007, all businesses in the 2008 Business Survey were asked questions on staffing issues. Since the labour demand issues vary widely between home-based and non-home-based businesses, the two types of businesses are dealt with separately in this report; starting here with the non-home-based businesses, followed by the home-based business section on page 17.

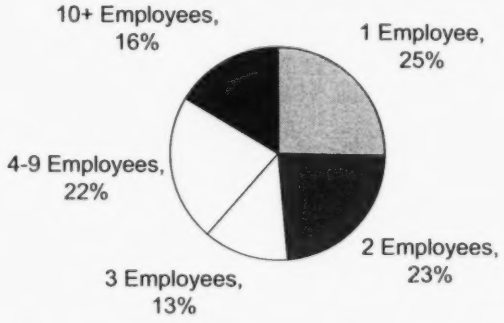
Vacancies in the past Six Months

Of the total number of non-home-based businesses responding when asked if they had any job vacancies in the last six months, 482 (39.9%) said that they did have vacancies. These 482 businesses were then asked if they had difficulties in recruiting new staff and 352 (73.3%) said that they did have difficulty.

Number of New Employees Hired

Almost one third (393, or 32.7%) of all non-home-based businesses indicated that they were able to hire some new employees in the previous six months. Almost half of these businesses had hired one or two new employees, while just over half had hired three or more.

How many new employees has this business hired in the last six months?

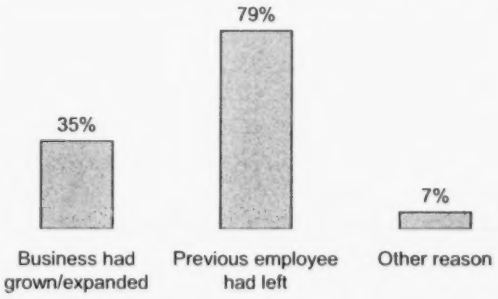


Reasons for New Employees Hired[1]

The largest group of these new employees (79%) were hired because another employee had left. The next most stated reason, 35%, were hired because the business had grown or expanded. Examples that were included in 'Other reason' at 7%, were seasonality of operation, vacation relief, etc.

Of the 393 non-home-based businesses surveyed that said they had hired new employees in the previous six months, 3,002 employees were actually hired. The sector that hired the most new employees was the *Accommodation and Food Services* sector where 71 businesses hired 857 employees.

Why were these employees hired?[1]

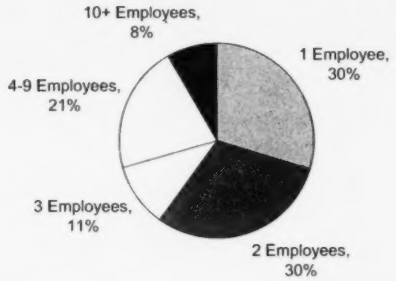


[1] *A number of businesses gave more than one reason for hiring employees.*

Current Vacancies

Of the 482 non-home-based businesses that indicated they had vacancies in the last 6 months, 252 or just over half reported current vacancies. Only 29.8% (75) of these businesses said they needed one new employee, while 70.2% (177) of the remaining non-home-based businesses needed two or more.

Does this business have current vacancies?



As indicated above, there were 252 non-home-based businesses reporting they had current vacancies. The actual number of positions that needed to be filled total 1,008. The top positions needed in the largest three occupation categories included 86 sales rep/clerks, 80 food/beverage servers and 38 housekeepers in the *Intermediate Sales & Service* category; 33 cashiers and 22 dishwashers within the *Elemental Sales & Service* category; 28 mechanics and 13 welders within the *Trades & Skilled Transport & Equipment Operators* category. The following table details the number of positions that were needed by occupation category.

Current Vacancies in Non-Home-Based Businesses

Occupation Category of Current Vacant Positions	# Vacant
Senior Management	3
Middle & Other Management	37
Professionals in Business & Finance	2
Skilled Admin & Business	12
Clerical	99
Professionals in Natural & Applied Sciences	17
Technical Related to Natural & Applied Science	27
Professionals in Health	4
Technical & Skilled in Health	2
Assisting in Support of Health Services	3
Professionals in Social Science, Education, Gov't Services & Religion	5
Paraprofessionals in Law, Social Services, Education & Religion	15
Professionals in Art & Culture	4
Technical & Skilled in Art, Culture, Recreation & Sport	3
Skilled Sales & Service	84
Intermediate Sales & Service	248
Elemental Sales & Service	145
Trades & Skilled Transport & Equipment Operators	111
Intermediate in Transport, Equipment Operation, Installation & Maintenance	108
Trades Helpers, Construction Labourers & Related	46
Skilled in Primary Industry	19
Intermediate in Primary Industry	0
Processing, Mfg & Utilities Supervisors & Skilled Operators	4
Processing & Mfg Machine Operators & Assemblers	10
Total	1,008

As labour demand issues vary widely between home-based and non-home-based businesses, the two types of businesses are dealt with separately in this report. The non-home-based business section starts on page 15, while the home-based-business section follows below.

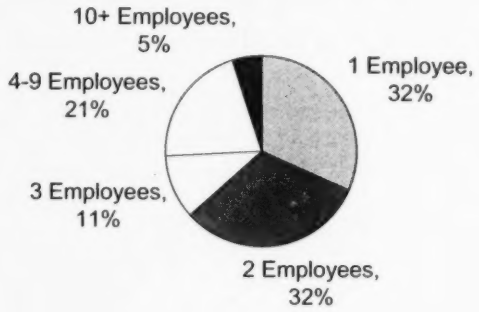
Vacancies in the past Six Months

Of the total number of home-based businesses responding when asked if they had any job vacancies in the last six months, 134 (7.7%) said that they did have vacancies. These 134 businesses were then asked if they had difficulties in recruiting new staff and 94 (69.1%) said that they did have difficulty.

Number of New Employees Hired

There were 101 home-based businesses, or 5.9%, that indicated they were able to hire some new employees in the previous six months. Almost two-thirds of these businesses had hired one or two new employees, while just over a third had hired three or more.

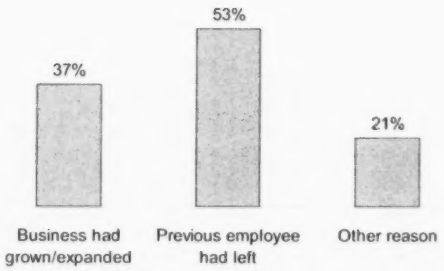
How many new employees has this business hired in the last six months?



Reason for New Employees Hired[1]

The largest group of these new employees (53%) were hired because another employee had left. The next most stated reason, 37%, were hired because the business had grown or expanded. Examples that were included in 'Other reason' at 21% were seasonality of operation and hired for specific contract, etc.

Why were these employees hired?[1]



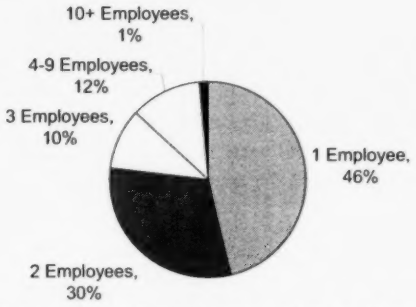
Of the 101 non-home-based businesses surveyed that said they had hired new employees in the previous six months, 464 employees were actually hired. The sector that hired the most new employees was the *Construction* sector, where 41 businesses hired 221 employees.

[1] *A number of businesses gave more than one reason for hiring employees.*

Current Vacancies[1]

Of the 134 home-based businesses that indicated they had vacancies in the last 6 months, 69 reported current vacancies. Nearly half, 46.4%, (32) of these businesses needed one new employee, while the remaining 53.6% (37) home-based businesses needed two or more employees.

Does this business have current vacancies?



As indicated above, there were 69 home-based businesses reporting they had current vacancies. The actual number of positions that needed to be filled total 153. The top positions needed in the largest three categories of occupations included 33 carpenters and 8 mechanics in the *Trades & Skilled Transport & Equipment Operators* category; 10 general labourers within the *Trades Helpers, Construction Labourers & Related* category; 14 janitors within the *Elemental Sales & Service* category. The following table details the number of positions needed by occupation category.

Current Vacancies in Home-Based Businesses

Occupation Category of Currently Vacant Positions	# Vacant
Senior Management	0
Middle & Other Management	0
Professionals in Business & Finance	0
Skilled Admin & Business	3
Clerical	1
Professionals in Natural & Applied Sciences	2
Technical Related to Natural & Applied Science	4
Professionals in Health	0
Technical & Skilled in Health	0
Assisting in Support of Health Services	0
Professionals in Social Science, Education, Gov't Services & Religion	2
Paraprofessionals in Law, Social Services, Education & Religion	3
Professionals in Art & Culture	1
Technical & Skilled in Art, Culture, Recreation & Sport	1
Skilled Sales & Service	10
Intermediate Sales & Service	8
Elemental Sales & Service	21
Trades & Skilled Transport & Equipment Operators	53
Intermediate in Transport, Equipment Operation, Installation & Maintenance	18
Trades Helpers, Construction Labourers & Related	22
Skilled in Primary Industry	0
Intermediate in Primary Industry	2
Processing, Mfg & Utilities Supervisors & Skilled Operators	0
Processing & Mfg Machine Operators & Assemblers	2
Total	153

Staff Recruiting and Retention (both Home-Based and Non-Home Based)

Recognizing the difficulties in finding and hiring new/qualified staff, businesses often try different tactics to retain their existing staff as well as attracting new staff.

Besides trying to recruit more staff, what steps has this business taken in response to labour shortages in the past six months?

A variety of approaches were implemented: 8.9% of all businesses raised wages, 2.2% reduced operating hours, 4.7% extended staff hours, 2.2% mechanized or computerized operations, 9.7% owner/operators extended their own hours, 1.5% stated no steps were taken and 1.8% indicated 'other' which varied from having to cancel projects or turn away work to trying to recruit foreign workers.

Does this business make use of Incentives/Employee Programs/Benefit Packages in an effort to retain existing staff or attract new staff?

Only 586, or 19.9% of all businesses surveyed responded favourably in the use of incentives, programs or benefits. Of these 586 businesses, the following table displays the percentage of these businesses offering each incentive, program or benefit.

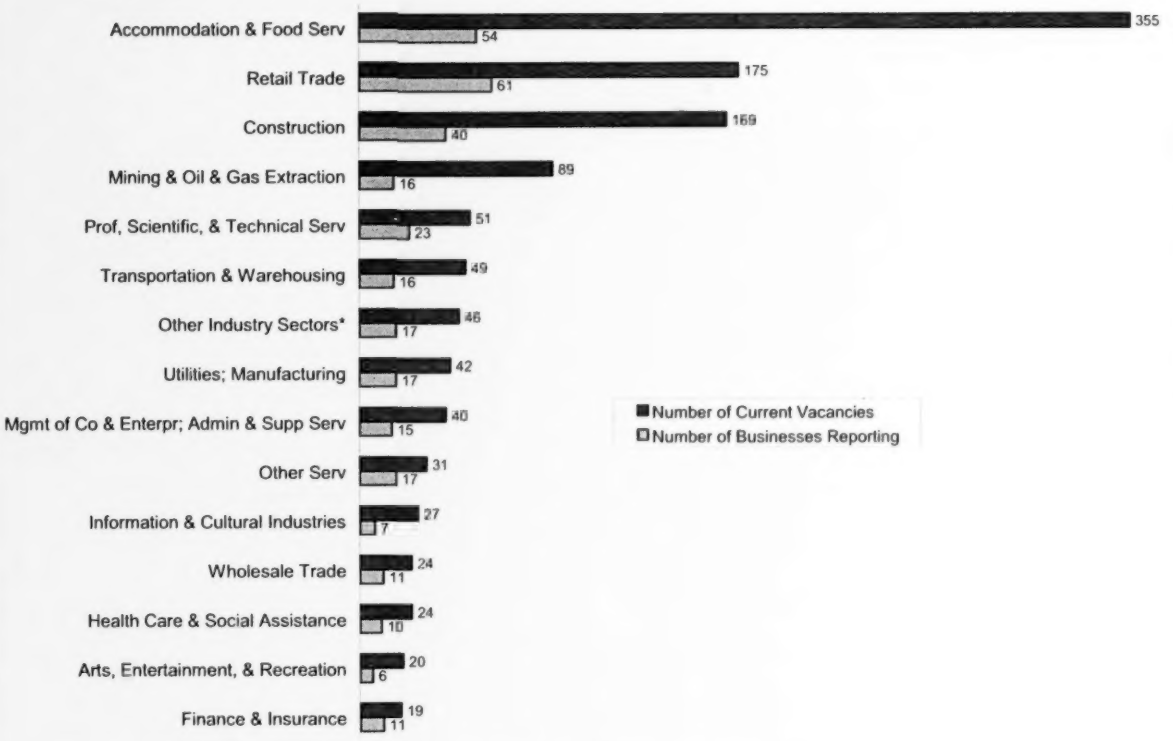
Benefits Program *[i.e. health/dental, pension, paid vacation, paid sick leave]*	58.4%
Financial Incentives *[i.e.bonuses, commissions, profit sharing]*	65.4%
Employee Discounts *[i.e. discounted or free products and service, company gas card]*	62.1%
Training	77.3%
Accommodating Work Environment *[i.e. flexible work hours, provision of meals, finding work during slow time to keep employees on]*	82.3%
Positive Work Environment *[i.e.social activities, allowing use of business facilities for personal matters]*	82.9%
Wage Increase *[i.e. incremental increases based on performance or length of employment]*	85.2%
Other *[answers varied from travel benefits to creative cash incentives]*	10.6%

In the past 6 months, in your search for an employee, have you used or attempted to use any of the following methods/agencies/targeted groups?

Methods/Agencies	
Job Advertisements *(from newspapers, trade or professional magazines/journals, etc)*	11.5%
Job Posting Boards *(such as Yukon College, Skookum Jim, Skills Canada, etc)*	8.0%
Employment Program Referral Agencies *(Employment Central, Employment Outreach, Yukon Coucil on Disability, Service d'orientation et formation des adultes, etc.)*	7.6%
Online Labour Exchanges or Resources *(such as YuWIN, Monster.ca, Jobs.ca, etc.)*	5.9%
Government Subsidized Employment Programs *(Student Training Education Program, Summer Career Placement, Joint Certificate Program, Target Wage Subsidies, etc.)*	2.0%
Yukon Nominee Program	1.3%
Temporary Foreign Worker Program	1.9%
Word-of-mouth	17.3%
Other Agencies	1.7%

Targeted Groups	
Social Assistance Clients	1.4%
Workers from Outside of Canada	3.2%
Disabled Workers	2.0%
Workers Aged 55 and Over *Including Retired Workers*	6.2%
Students	8.4%
Yukon First Nation or Other Aboriginal People	7.6%
Other Groups	0.7%
None of the Above	8.2%

Number of Current Vacancies by Number of Businesses in Industry Sector



*Other Industry Sectors include: *Rental & Leasing Services; Educational Services; Real Estate; Waste Management and Environmental Remediation Services* and *Agriculture, Forestry, Fishing, Hunting.*

Of the 1,161 vacant positions, almost one-third, 355 are needed in the *Accomodation and Food Services* industry, 175 in *Retail Trade*, 169 in *Construction* and 89 needed in the *Mining & Oil & Gas Extraction* sector. The industry sector with the most businesses needing new employees is the *Retail Trade* sector at 61 businesses.

Notes: This report functions as a summary of the results of the 2008 Business Survey. For specific data from the survey, please contact the Yukon Bureau of Statistics.

Industries are defined in this report according to the North American Industrial Classification System-NAICS, Canada, 2007. For a list of which industries are included in each NAICS category, see http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm

Occupations are defined according to the National Occupation Classification System-NOCS, Canada, 2006. For a list of which occupations are included in each NOCS category, see http://www.statcan.gc.ca/subjects-sujets/standard-norme/soc-cnp/2006/noc2006-cnp2006-menu-eng.htm

.. = data is suppressed for confidentiality reasons when the figure in question is between 1 and 4 depending on sensitivity of topic.

Yukon
Executive Council Office
Bureau of Statistics

December, 2008

Additional Information:
Government of Yukon
Executive Council Office
Bureau of Statistics (A-8C)
Box 2703, Whitehorse, Yukon Y1A 2C6
Telephone: (867) 667-5640; Fax: (867) 393-6203
E-mail: ybsinfo@gov.yk.ca
Website: http://www.eco.gov.yk.ca/stats/